VI FSW 008.2 4/14/83
Sabbaticals

Recently the University, primarily for budgetary reasons, has begun to encourage faculty where at all possible to choose one-year rather than one-semester sabbaticals when making application for them. Yet faculty who make such a choice and who thus may be regarded as helping the University are in fact penalized by the failure of the University to continue paying into their account with the Kentucky Teachers Retirement System, a payment which continues for those who choose the one-semester sabbatical.

A conference with James Tomes, director of personnel services, has suggested a way in which this inequity might be addressed. Hereafter, faculty on one-year sabbatical, who are payed a six-month stipend, would have their KTRS contribution (5.625% of the six-month salary) withheld. (At present, there is no such withholding for faculty on one-year sabbaticals.) The University, for its part, would make its payment into KTRS on the basis of the faculty members' full salary. This would provide full credit for KTRS participation by those on full-year sabbaticals. The Faculty Senate urges that the university administration give most serious consideration to making this change.

VI FSW 010.1 4/14/83
Evaluation of Department Heads

The members of the Senate have recently received copies of an April 6, 1983, letter from President Zacharias to Dr. Krenzin, Faculty Senate Chair, regarding administrative assessment. We express our gratitude to the President for this communication and want to thank him for the way he has responded to several of the concerns that we had expressed. These include a provision for an annual review of department heads and other administrators. Further we are pleased to note that identification as to years of service is no longer required in evaluating department heads and only a minimal indication is requested in the case of other administrators. The decision that the administrator being evaluated may not have access to the individual forms is, we think, a wise one.

While the procedure does not provide for the vote of confidence in the department head at three-year intervals that many faculty members have sought, we feel that the annual evaluation largely precludes that need, for an alert administrator would certainly become aware of any prevailing dissatisfaction among faculty in a department by observing the trend of replies.

After consideration of the proposed administrative assessment, with what seems to us to be a serious consideration of our suggestions, the Senate wish to add their endorsement to this document when the President recommends it to the Board of Regents.